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MONTANA LABOR MARKET

Monthly Review of
EMPLOYMENT OUTLOOK, LABOR SUPPLY, LABOR DEMAND, CURRENT EMPLOYMENT

MONTANA STATE EMPLOYMENT SERVICE
Division of Unemployment Compensation Commission of Montana

Donald D. MacPherson, Chairman
Albert F. Root, Commissioner — Mitchell Building — P. O. Box 1728 — Helena, Montana — Chadwick H. Smith, Commissioner

FL.-210 — AUGUST, 1960

Employment Decline 3,300 From Year Ago Figures

Non-farm employment in Montana during July seemed content to coast along after an advance of 6,100 workers from May to June. Commission estimates, in cooperation with the U. S. Bureau of Labor Statistics, showed 166,900 wage earners on payrolls of industry and commerce during July with no advance from June. Last July 170,200 non-farm workers were employed. A deficit of 3,300 workers is shown from a year ago. July was the 12th consecutive month to show less employment than the same month of the preceding year. The average July employment for the past ten years figures at 165,600.

Losses Offset Gains

Employment in five industrial groups moved up moderately during July. The upward rise, however, was not sufficient force to outweigh the losses. Over-the-month employment gains were recorded in contract construction and the service industries, both up 400 each. Mining and the transportation and utilities group each gained 200 workers. One hundred more were employed in total manufacturing than last month. Payrolls in finance, insurance and real estate, at 6,400, remained unchanged from June. The normal summer release of teachers and other school personnel brought a monthly drop of 1,200 in government, and there were 100 fewer workers employed in trade industries during July.

Montana Employment Behind Other Mountain States

Montana and Idaho were the only two of the eight Mountain States which failed to record employment gains from a year ago. A U. S. Department of Labor report, comparing Mountain States employment from June, 1959 to June, 1960, showed the greatest percentage gains in Arizona (7.7%), Nevada (4.7%), and Wyoming (4.3%). Colorado, New Mexico and Utah showed gains of one to two per cent, while Montana and Idaho declined 1.5 per cent. Montana's industrial employment totals have been gradually falling since 1956. Fewer Montanans were employed in each of the 1960 months than in the comparable months of 1956. In July 1956, there were 8,000 more on Montana's non-farm payrolls than in July, 1960.

Over-the-year comparison, from July 1959 to July, 1960, show less employment in six major industrial groups. The biggest drop occurred in the trade industries with 1,600 fewer employees than a year ago. Contract construction was down 1,400 workers. The mining group had a deficit of 1,100 wage earners, and there were 900 less in the service industries category. Smaller declines showed in manufacturing, down 300, and in transportation and utilities, down 200. Employment in finance, insurance and real estate was up 100 over last July, and there were 2,100 more on government payrolls, with a gain of 700 in federal employment and 1,400 at state and local levels of government.

Manufacturing Earnings Rank 4th

Weekly pay envelopes, before deductions, of Montana workers in manufacturing industries during June averaged $100.94. This ranked Montana 4th in comparison with the other Mountain States. Weekly manufacturing wages were highest in Nevada, $113.94, followed by Utah, $103.89, and Idaho, $102.08. Colorado workers earned $100.04, while those in Arizona received $98.01, and in New Mexico, $83.82.

MONTANA RESERVE LABOR SUPPLY REMAINS HIGH WITH BEST EMPLOYMENT MONTHS PAST

Jobseekers continued to outnumber jobs during July. Although the margin of difference was reduced 2,000 work applicants from the June count at local offices of the Montana State Employment Service, July jobseekers were second highest in Commission records for that month. Over 8,000 idle workers sought employment at months end, 2,500 more than the average July jobseeker count for the past decade. The highest July total was recorded in 1958, with 11,784 job applicants.

The number of new job applicants, at 5,286, set a record for July. The average jobseeker figure for that month during the past ten years was 3,784.

The persistence of over-abundance of jobseekers in the face of high employment demand during the summer months presents a serious problem. Reduced worker demand from a year ago stems from a variety of factors. First, the summer work season got off to a late start because of bad weather during the early spring months. Some major construction projects were completed early in the work season, and the volume of new construction was not sufficient to provide employment on levels with a year ago. Then, too, there was less labor turnover on jobs, with only little shifting from one job to another. Home building was down, and the lumber industry was caught between less demand and lower market prices. There were fewer tourists in the state this year and the result was less volume in trade and service industries than a yar ago. There was also some "hidden unemployment" in the form of shortened work weeks in the trade and service industries, and in the number of jobless workers who exhausted their unemployment benefits during the period.

LABOR TURNOVER RATES IN MANUFACTURING AND MINING INDUSTRIES
(per 100 employees)

INDUSTRY	ACCESSION RATE						SEPARATION RATE								
	Total			New Hire			Total			Quit			Layoff		
	1) June 1960	2) May 1960	June 1959	June 1960	May 1960	June 1959	June 1960	May 1960	June 1959	June 1960	May 1960	June 1959	June 1960	May 1960	June 1959
3) All Manufacturing	6.9	6.3	9.4	4.8	4.5	7.6	3.9	4.6	5.1	1.5	1.7	2.4	1.9	1.0	.5
Durable Goods	7.5	8.0	10.7	5.1	5.3	8.7	4.0	5.4	4.6	1.8	1.9	2.1	1.7	1.0	.4
Primary Metal	4.6	6.0	7.8	2.0	2.6	6.4	2.1	8.6	5.1	1.3	1.9	1.7	.4	.5	.1
3) Nondurable Goods	5.6	3.3	6.8	4.1	3.0	5.7	3.6	3.2	6.0	1.1	1.3	2.8	2.3	1.0	.7
All Mining	6.9	7.9	6.4	2.2	3.3	3.6	5.5	6.0	6.3	2.4	2.4	3.2	.3	1.1	1.7
Metal Mining	7.1	7.5	6.7	1.4	1.9	2.4	6.2	6.0	5.9	2.8	2.7	3.7	.2	.1	.5

1) Preliminary rates based on all data available at publication time. 2) Figures previously revised on more complete returns.
3) Excludes sugar and canning industries. Total separations include discharges and miscellaneous separations.

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Along the Hiring Line—Field Summary August 1

ANACONDA, Deer Lodge, Philipsburg—(256 jobseekers, 211 new, 161 men, 95 women). Workers referred to forest fire areas comprised majority of July placements. Normal labor market patterns common to most industries. Some layoffs noted at smelter operations. Six-mile highway project to begin August 1. Farm hiring below last year due to late haying season. Labor supply and demand presently in near balance.

BILLINGS, Columbus, Hardin, Hysham, Laurel, Red Lodge, Roundup—(1,278 jobseekers, 669 new, 742 men, 536 women). Fourteen million in building construction has peak employment levels. Two major projects held back by steel shortages. Most skilled construction craftsmen employed, but some surplus of older carpenters. Railroad hiring at practical standstill with some train and engine crews laid off. Volume in trade not up to expectations. Fifty Roundup coal miners will resume seasonal employment August 1. Hay and grain harvest in high gear with surplus of 25 combines with crews.

BOZEMAN, Ennis, Three Forks, Trident—(323 jobseekers, 326 new, 249 men, 74 women). Variety of building and highway projects kept most skilled workmen employed. New 1¼ million dollar shopping center nearing completion. Logging and sawmill operations at normal capacity. Adequate labor supply for all local projects.

BUTTE, Virginia City, Whitehall—(1,145 jobseekers, 492 new, 731 men, 414 women). Community purchasing power lessened by lower metal mining employment after the strike. Recovery of main street business slow. Current strike of telephone operators keeps 160 workers from their jobs. Strike threat of textile clerks' union further curbs labor market activity. Construction picture unchanged from last month; some jobs completed resulting in worker layoffs.

CUT BANK—(103 jobseekers, 63 new, 66 men, 37 women). Work in construction and oil fields below last month and last year. Surplus of oil drillers in area. Main street hiring for replacement purposes only, chiefly in cafes. Grain harvest to start mid-August, bringing increased worker demand.

Dillon—(90 jobseekers, 206 new, 65 men, 25 women). Construction chiefly in shape of home building and commercial remodeling projects. Future projects include 2½ million dollar dam, $650,000 junior high school, and $65,000 church; work on all to start soon. Strong demand for hay hands seen next 30 days.

GLASGOW, Fort Peck, Malta, Opheim—(300 jobseekers, 173 new, 147 men, 153 women). Reduced construction activity from a year ago, and labor dispute of hotel and restaurant employees marked the July labor market scene. All cafes and most bars closed for 7 days with over 200 workers idle during the dispute period. Total civilian employment at airbase near 900—390 more than June, but 500 below last year. Some airbase projects cancelled including motor pool addition, dormitory, and warehouse.

GLENDIVE, Circle, Wibaux—(185 jobseekers, 145 new, 134 men, 51 women), Labor market activity generally held to normal seasonal patterns during July. Lack of mortgage money keeps home building down. Remodeling of existing commercial structures chief building activity. Building construction agenda includes new bank building office and motel building, swimming pool and airport repair. Oil field activities fairly stable. Farm hiring down except for sugar beet fields and irrigated tracts.

GREAT FALLS, Choteau, Fort Benton, Stanford—(1,073 jobseekers, 750 new, 605 men, 468 women). July hiring good in most major industry groups with trade and government providing most of the job orders. Construction employment will reach its peak in August with later work season expected because of defense installation contracts. In-migration of skilled workmen held worker shortages to a minimum. Farm hiring good despite near drought conditions cutting expected yields of spring wheat about 25 per cent. Trade and service volume bolstered by tourist traffic and impending state fair.

HAMILTON, Stevensville—(177 jobseekers, 68 new, 85 men, 92 women). Area forest fires forced closure of most logging, milling and planing activities for several weeks. Farm labor demand below normal due to poor cherry and raspberry crops damaged earlier by cold weather. Demand for hay hands good. Construction activity slowing with home building down. Half of idle are women in clerical, trade and service classifications.

HAVRE, Chinook, Harlem—(149 jobseekers, 89 new, 61 men, 88 women). Job hires below year ago chiefly to less construction activitiy and reduced hiring in the public utilities industry. Construction at lowest ebb in 5 years. Trade and service holding to steady seasonal volume. Small grain harvest 30 per cent completed, and second hay cutting providing good employment opportunities. Adequate supply of labor and machines to handle current work.

HELENA, Boulder, Garrison, Townsend, White Sulphur Springs—(332 jobseekers, 139 new, 192 men, 140 women). Construction hiring showed a sharp decline during June with payrolls less than a year ago. Activities in trade and service at good levels, responding to increased tourist trade. Geographic displacement of major insurance company will take 70 families from Helena in August. New construction starts included J. C. Penney building, and Helena to Great Falls fuel pipeline. Brisk demand for qualified clerical and stenographic workers. Increased farm labor demand should carry through August.

KALISPELL, Columbia Falls, Eureka, Libby, Whitefish—(851 jobseekers, 443 new, 608 men, 243 women). Good employment levels in a variety of industries with increased hiring in most. Processing of sweet cherry crop took 134 workers. 85 were hired to staff a new veneer plant, and 265 placed in temporary employment in fighting forest fires. Lumber industry on see-saw basis with employment demand keyed to changing market conditions.

LEWISTOWN, Harlowton, Ryegate, Winnet—(130 jobseekers, 52 new, 58 men, 72 women). Labor market complexion brighter than last month and year ago. More hiring reported in both industry and farm. Trade, government, and service industries provided the bulk of July job orders. Construction fairly stable but no expanded payrolls seen. Early start of grain harvest using many extra workers.

LIVINGSTON, Big Timber—(167 jobseekers, 97 new, 104 men, 63 women). Increased worker demand in trade and government outweighed job declines in lumbering and service industries. No major construction projects currently active. Work on new

LABOR MARKET INDICATORS

	July 1960	June 1960	July 1959	July Avg. 1951-60
Employment—				
Industrial Employment	166,900	166,900	170,200	165,600
New Job Applicants	5,286	6,166	4,115	3,748
Job Applicants, End of Month	8,038	10,035	7,792	5,592
Insured Unemployment, Week of	**Aug. 5 1960**	**July 1 1960**	**Aug. 7 1959**	**Avg. 1st Aug.Wk. 1956-60**
New and Renewal Claims	623	779	340	451
Unemployed Weeks Filed	2,892	3,874	2,080	2,638
Total Unemployment Claims	3,515	4,653	2,420	3,089

NINE YEARS OF MONTANA INDUSTRIAL EMPLOYMENT TOTALS, BY MONTHS (in Thousands)

	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Aver.
1952	140.5	140.7	143.0	149.7	154.8	159.9	159.5	161.2	160.4	157.9	156.0	154.9	153.2
1953	145.8	144.5	146.3	149.7	153.1	158.0	158.5	160.6	160.3	159.6	157.6	156.4	154.2
1954	146.7	145.5	147.2	151.1	155.7	161.6	164.1	165.4	154.8	153.9	158.2	155.7	155.0
1955	148.4	146.8	147.4	153.4	158.4	166.8	168.2	170.4	169.8	165.9	162.4	160.3	159.8
1956**	154.3	152.1	154.0	160.6	166.9	174.9	174.9	177.3	174.8	172.2	168.1	164.4	166.2
1957	154.5	152.7	154.5	159.0	163.7	169.5	171.6	171.6	168.3	165.0	160.8	157.5	162.4
1958	151.9	149.1	149.3	155.2	161.2	165.9	169.0	171.0	168.8	167.6	164.6	161.2	161.2
1959	154.2	152.1	154.7	159.7	164.3	169.3	170.2	170.7	160.0	159.2	155.6	154.2	160.4
1960	148.5	149.0	151.2	157.4	160.8	166.9	166.9*						

*Preliminary estimate. **Employment figures from 1956 to date revised on basis of more complete reports.

Along the Hiring Line—Field Summary August 1

sewage disposal plant expected to start soon. Layoffs of R.R. extra gang workers started, with crews moving from area. Major lumber company in idleness for many weeks recalled all former employees and added men for night shift. Experienced timber fallers in short supply.

MILES CITY, Baker, Ekalaka, Broadus, Jordan, Terry—(90 jobseekers, 141 new, 55 men, 35 women). Extreme drouth conditions reduced grain crop yields by 15 bushels per acre. Livestock sales heavy as feeding conditions worsened. Sugar beets and other irrigated crops in good condition. Main street business slower than usual.

MISSOULA, Drummond, Arlee, Superior—(624 jobseekers, 339 new, 469 men, 155 women). The lumber industry continues to lag behind normal output—a situation common to the entire Northwest. Adding to the problem were recent forest fires which caused suspension of some logging operations. Construction of one plywood mill ended and hiring started on a limited scale for production workers. Local labor supply generally adequate with a few skilled worker shortages.

POLSON—(269 jobseekers, 497 new, 152 men, 117 women). Sweet cherry havest began at mid-month, but earlier estimates of expected yields reduced 35 per cent. Worker demand diminished accordingly. New additions to plywood mill nearly completed as installation of machinery continues. About 40 extra workers will be hired, with reopening of this plant set for early August.

SHELBY—(189 jobseekers, 144 new, 147 men, 42 women). Construction and service industries set the July hiring pace with good employment levels expected to continue in both during the next 2 months. Good volume in trade with most establishments fully staffed for the summer season. R. R. hiring for replacements only. Farm hiring building toward peak but below last year.

SIDNEY—(54 jobseekers, 94 new, 38 men, 16 women). Upsurge in construction and oil field activities highlighted the July labor market. Variety of construction projects kept most skilled workers employed. Trade industries lag behind a year ago but are generally optimistic. Labor supply and demand in balance.

THOMPSON FALLS, Hot Springs—(121 jobseekers, 44 new, 91 men, 30 women). A shaky lumber market scarred the July employment picture. Layoffs of woods crews and reduced work weeks at sawmills were the general rule. Automation will replace several sticking crews at one major sawmill after August 1. Bridge and highway building are main construction projects. Farm activity at peak levels.

WOLF POINT, Plentywood, Scobey—(132 jobseekers, 104 new, 85 men, 47 women). Industry hiring down from last year but farm hiring up. Less hiring noted in construction and trade industries, but better crop conditions over a year ago provided more farm labor demand. Local labor adequate to meet most needs, but some farm shortages could develop during August.

ESTIMATED EMPLOYMENT IN NON-AGRICULTURAL INDUSTRIES IN MONTANA (1)

(Compiled in co-operation with United States Bureau of Labor Statistics)

INDUSTRY	EMPLOYMENT			Net Change	
	July 1960 (2)	June 1960 (3)	July 1959	Jun '60 to July '60	July '59 to July '60
NON-AGRICULTURAL INDUSTRIES	166,900	166,900	170,200	00	— 3,300
Manufacturing	20,900	20,800	21,200	100	— 300
Durable goods	13,100	13,200	13,400	— 100	— 300
Lumber and timber products	7,200	7,300	7,800	— 100	— 600
Primary metals	4,300	4,300	4,100	00	200
Other (4)	1,600	1,600	1,500	00	100
Nondurable goods	7,800	7,600	7,800	200	00
Food and kindred products	4,100	3,900	4,200	200	— 100
Printing and publishing	1,800	1,800	1,700	00	100
Petroleum refining	1,000	1,000	900	00	100
Other (5)	900	900	1,000	00	— 100
Mining	7,700	7,500	8,800	200	— 1,100
Metal mining	5,100	5,100	5,700	00	— 600
Coal, quarrying and nonmetallic	700	700	700	00	00
Petroleum-natural gas production	1,900	1,700	2,400	200	— 500
Contract Construction	12,400	12,000	13,800	400	— 1,400
Contractors, building construction	5,500	5,300	5,600	200	— 100
Contractors, other than building	3,100	3,000	4,200	100	— 1,100
Contractors, special trade	3,800	3,700	4,000	100	— 200
Transportation and utilities	20,000	19,800	20,200	200	— 200
Interstate railroads	9,600	9,600	10,000	00	— 400
Transportation except railroads	4,200	4,100	3,900	100	300
Utilities including communication	6,200	6,100	6,300	100	— 100
Trade	38,800	38,900	40,400	— 100	— 1,600
Wholesale trade	7,600	7,700	8,100	— 100	— 500
Retail trade	31,200	31,200	32,300	00	— 1,100
General merchandise and apparel	5,500	5,400	5,900	100	— 400
Food stores	4,800	4,600	4,800	200	00
Eating and drinking establishments	8,400	8,500	8,200	— 100	200
Automotive and filling stations	6,000	6,100	6,600	— 100	— 600
Retail trade not elsewhere classified	6,500	6,600	6,800	— 100	— 300
Finance, insurance and real estate	6,400	6,400	6,300	00	100
Services and miscellaneous	21,500	21,100	22,400	400	— 900
Hotels, rooming houses, camps, etc.	3,700	3,500	4,000	200	— 300
Personal services	2,000	2,000	2,000	00	00
Other (6)	15,800	15,600	16,400	200	— 600
Government	39,200	40,400	37,100	— 1,200	2,100
Federal	11,100	11,000	10,400	100	700
State and local	28,100	29,400	26,700	— 1,300	1,400
Great Falls Area (Cascade County	20,400	20,400	20,800	00	— 400
Manufacturing	3,100	3,100	3,100	00	00
Contract construction	1,700	1,700	2,400	00	— 700
Transportation and utilities	2,300	2,300	2,200	00	100
Trade, wholesale and retail	5,800	5,900	5,800	— 100	00
Services and miscellaneous (7)	4,300	4,200	4,200	100	100
Government	3,200	3,200	3,100	00	100

(1) Estimates include all full and part-time wage and salary workers who worked or received pay during the pay period ending nearest the 15th of the month. Proprietors, firm members, personnel of the armed forces, domestic servants, and self-employed persons are excluded.

(2) Preliminary estimates based on return from samples of 880 selected Montana establishments.

(3) Figures previously released have been revised on return from 1,164 such establishments.

(4) Includes fabricated metal products, machinery except electrical, furniture, stone and clay products.

(5) Includes apparel, chemicals, and miscellaneous manufacturing products.

(6) Includes commercial trade schools, auto repair services and garages, miscellaneous repair services and hand trades, motion pictures, amusements and recreation, medical and health, law offices and professional services, non-profit membership organizations and businesses not otherwise classified.

(7) Same as (6) above, also includes finance, real estate and mining.

COMPARISON OF BASIC LABOR MARKET ACTIVITIES IN JULY, 1960 AND JULY, 1959

Employment Service Office	New Job Applicants				Jobseekers in File				Job Placement								U.I. Claims Wk. 8-5	
	July 1960		July 1959		July 1960		July 1959		July 1960				July 1959					
	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	1960	1959
Anaconda	211	17	90	18	256	36	227	48	65	57	122	9	58	81	139	32	126*	130
Billings	669	124	615	183	1,278	204	850	220	465	802	1,267	217	458	886	1,344	243	714	373
Bozeman	326	109	267	71	323	55	428	83	179	255	434	129	178	286	464	123	28	28
Butte	492	136	259	59	1,145	225	1,048	227	336	65	401	119	126	78	204	35	558	423
Cut Bank	63	16	58	17	103	19	102	29	78	86	164	43	75	109	184	66	81	50
Dillon	206	97	185	84	90	23	59	6	104	373	477	210	33	397	430	180	24	29
Glasgow	173	26	228	65	300	46	181	26	168	121	289	95	216	89	305	116	84	45
Glendive	145	24	177	42	185	38	139	20	101	802	903	35	98	819	917	55	7	9
Great Falls	750	162	485	107	1,073	217	1,095	167	563	497	1,060	259	396	477	873	236	418	335
Hamilton	68	16	46	7	177	19	163	22	94	123	217	37	40	251	291	13	67	49
Havre	89	10	84	20	149	23	113	10	120	227	347	169	135	173	308	150	95	69
Helena	139	21	176	30	332	61	464	141	448	75	523	252	234	127	361	157	155	152
Kalispell	443	85	324	48	851	214	1,176	112	619	47	666	149	354	47	401	89	374	235
Lewistown	52	12	50	9	130	21	49	8	116	198	314	133	105	189	294	134	47	13
Livingston	97	13	66	9	167	27	86	9	172	102	274	84	97	75	172	59	67	38
Miles City	141	29	108	28	90	14	75	12	82	492	574	48	90	464	554	52	49	33
Missoula	339	105	341	109	624	161	838	183	568	218	786	297	237	205	442	153	358	254
Polson	497	71	239	12	269	34	263	32	150	611	761	293	138	767	905	218	118	50
Shelby	144	40	105	39	189	46	174	63	135	245	380	74	106	136	242	62	34	22
Sidney	94	7	79	19	54	15	97	8	73	1,403	1,476	47	63	1,375	1,420	36	10	6
Thomp. Falls	44	7	56	15	121	17	90	16	62	14	76	27	66	13	79	29	59	42
Wolf Point	104	17	77	13	132	25	75	15	38	81	119	33	54	59	113	33	42	35
TOTALS	5,286	1,144	4,115	1,004	8,038	1,540	7,792	1,457	4,736	6,894	11,630	2,759	3,357	7,085	10,442	2,271	3,515	2,420

*Include 87 claims of the Federal Employee UC Program, 68 same a year ago.

AVERAGE HOURS AND EARNINGS IN SELECTED MONTANA INDUSTRIES

(Produced in co-operation with United States Bureau of Labor Statistics)
(Hours and earnings data exclude administrative and salaried personnel)

INDUSTRY	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	July (1) 1960	June (2) 1960	July 1959	July (1) 1960	June (2) 1960	July 1959	July (1) 1960	June (2) 1960	July 1959
All Manufacturing	$ 98.46	$ 96.68	$ 92.02	39.7	39.3	38.5	2.48	2.46	2.39
Durable goods	97.17	95.84	90.86	39.5	40.1	38.5	2.46	2.39	2.36
Primary metals	97.91	96.14	93.03	39.8	39.4	38.6	2.46	2.44	2.41
Nondurable goods	100.40	97.76	93.21	40.0	37.6	38.2	2.51	2.60	2.44
Food and kindred products	86.09	84.50	80.00	42.2	39.3	40.2	2.04	2.15	1.99
All Mining	112.58	107.27	100.58	43.3	41.1	39.6	2.60	2.61	2.54
Metal mining	115.54	108.24	97.78	43.6	41.0	37.9	2.65	2.64	2.58
Transportation and Utilities (except Rys.)	98.19	99.64	97.65						
Transportation (except railroads)	111.55	117.38	115.59						
Utilities and communication	89.95	88.37	85.84	39.8	39.1	40.3	2.26	2.26	2.13

(1) Preliminary estimates. (2) Figures previously released have been revised on more complete returns.

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COMMISSION OF MONTANA

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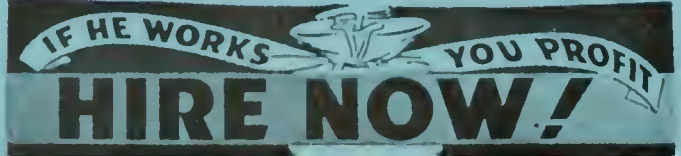

CALL YOUR MONTANA STATE EMPLOYMENT OFFICE WHEN YOU NEED QUALIFIED, EXPERIENCED WORKERS!

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